

**WILLIAM A. LITTLE ORAL HISTORY PROJECT**  
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**MILTON JEFFERSON**  
**BOARD MEMBER, UNITED CONSTRUCTION WORKERS ASSOCIATION**

**INTERVIEWEE:** MILTON JEFFERSON

**INTERVIEWERS:** WILLIAM LITTLE

**SUBJECTS:** RACISM; IRONWORKERS; UNITED CONSTRUCTION WORKERS ASSOCIATION; RACIAL EQUALITY; UNIVERSITY OF WASHINGTON; SHUTDOWNS; TYREE SCOTT; CECIL COLLINS; BOILERMAKERS UNION; WELDER; BLACK CONSTRUCTION WORKERS; STEEL BEAMS; DISCRIMINATION; HIRING HALL; ST. PETER CLAVER CENTER; BOARD MEETINGS; JOE TOBIN; DONALD CLOSE; DAN RUTHERFORD; ASSOCIATED GENERAL CONTRACTORS; CENTRAL CONTRACTORS ASSOCIATION; APPRENTICESHIPS; JESSE THOMAS; SHEET METAL WORKERS; PAY DISCRIMINATION; JUSTICE DEPARTMENT; COURT ORDER ADVISORY COMMITTEE

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[00:00:00] **MILTON JEFFERSON:** Heavy metal work, building pressure vessels, and so forth. And I was a welder at the time, and I was a member of the Boilermakers Union. I think the wage then was about \$4.35. And when I started to work for that company about a year and a half prior to that, when I got in there, I tried to do or learn as much as I could while I was there. And as it turned out, over an 18-month period, I'll be thinking about 18 months—at the time I was certified to do every type of welding that they had to do out there. And I got to the point where, kind of like a saying that I've heard over the years, you know, you work a good mule to death, and

you tend to work a good move to death, and the one that's lazy, you push them aside. Well, that got to be the point, got to be the situation where I worked then.

And I asked, I decided—well, first of all, I found out that another white fella that worked at the same time and doing and had the same certification that I had a lot more time with the company that I had, was making something like 65 or 70 cents more than me per hour to do the same kind of work. And that was all of these things are done on the kind of required side. Nobody discusses wages, but to a lunch period. During lunch period, I found out we were just sitting and listening what he was making. So I decided that I would go and ask for ratings based on my abilities and or—first of all, I wanted to get into the field part of it, I was working in a shop, but they had crews that work in the field that made two, I think, about \$2.30 more than the guy that worked in the shop. And at the time, well, I was good enough to do it. I knew enough, I had enough background in the metal trades and fabricating to have done a good job at it. So I decided to ask for a field job that was turned down. And I understand more now, after my involvement with UCWA [United Construction Workers Association] why I didn't, they wouldn't let me go into the field.

But anyway, I went in and asked for a raise of a dollar, a dollar an hour raise would have put me a little bit more than this guy that was making 70 some cents over me. The supervisor told me no. Well, he said, "It's out of my hands, I can't say yes or no, but I'll put it before the people upstairs." So he told me, "I'll give you an answer as soon as I possibly can." So he took off. And it went upstairs, and what he discussed, you know, tried to play me out or not. He came back and offered me 15 cents, and at the time, we had a big stainless steel job that had a rush on it. And I was myself and one of the fellow, one of the people that were doing that welding, and it was a close, tight job, like working inside that fireplace. You know, go ahead, like that. So after he offered me 15 cents, I said no, and I went on back to work and thought about it for about thirty minutes.

And I decided, this is the time for me to go down and challenge the ironworkers. There'd been several items in the paper about the hassle that Black guys were getting trying to get into the Ironworkers Union [Local] . You know, there was excuses, he didn't know how to read, or he didn't know enough about tying rebar and this kind of thing. No matter what he did, what his specialty was, he never was good enough in other areas to get in. So—and Tyree [Scott] had been doing some things. That was about the time he was getting started trying to get some kind of organization together.

So I decided that, well, this is my time to go down and just really challenge these ironworkers. This 15 cent offer happened about 11:30 and about by 12:30 I had packed up all my stuff and gave them the word that I was going to quit. So really I quit my job to kind of commit, make some real commitment toward what Tyree was trying to do. Now, there were other people who were working at the time, but I had really done [?like the haul?] , I really committed, you know, I'd been committed overall because I hadn't had a [?field head?] in my family, and they were—they still had the same needs that any other family needed. I had quit my job with the possibility that I would better my income, and subsequently better my family's initial standards of living. Yeah.

Okay, about this time Tyree would have had a few people that were passing out flyers and so forth, trying to get a bunch of guys who were interested or had already worked in the trade to come to a few meetings and start trying to talk about some of the things, some of the shortcomings of working in the construction trades. And the same thing had happened to me. So I went to a meeting, and I think there were about thirty-five or forty people there. Most of the people who were there had either worked in the construction trades at one, you know, one facet of it, or another, or some of them were working at the time. Now, this went on for, oh, three or four meetings. I think we were meeting once a week at that time, trying to get it together. And during this time, I let it be known that I was going to go down and try to do something with the ironworkers. I talked with Tyree

about it, what he knew about whatever they used to exclude us. And I went down and registered with the ironworkers to get out of the welder.

At that time, that I can remember now, they had several lists, an A list and a B list, something like that. I think there was about three classifications of workers. I signed up as a welder and I had to be city certified. I had a city certification. I had a list. First you had to sign up on a register, to register to get on a list. You had another list to sign that certified well, that you had to show your certification. And they made some notification as to when you were certified and how much you were certified. And then there was another list that I never got to sign. And as far as I knew, and I asked the man, the dispatcher, "Is this all that I have to do to get out of the hall?" He said, "Yes, all you have to do now is just be here every morning at seven o'clock and wait until the call comes out."

Well, I was there every morning at seven o'clock to watch from the very first man to see who was getting out of the hall. And there were several calls for welders, and nobody answered. And I sit there,, and what happened, what he would do, he would take the dispatch and say, "Well, I've got a job for so many rod men, so many welders," or whatever, or structural men, all right? And if whoever wanted the job, would go up and take it. And it got to the point where he was calling, he went and he said, when he did the welder, he wasn't getting any welders out. I sat there for eight days waiting for him, you know? He was calling names, go down the list by name and get the people he needed. Well, he never did. He went over this list for eight days. He never did get to my name. So by this time, it's dawning on me that there's a list that I'm not registered on, I'm not on, so he's missing me that way.

So I asked him about the list, and he said, "No, everything is just like it's supposed to be." So I think that afternoon, I called Tyree, and we met out at the American Friends Service Committee with somebody else. Oh a representative from the Department of Justice, I don't remember the lawyer's name. And we started talking about it. And, you know, it's kind of funny how people will do it. We talk—what I was talking about is getting a job right now, as soon as possible, because my family obligations are steadily going on. This Justice Department lawyer was wanting to, you know, take it back to Washington, DC and fix up a lawsuit and all this kind of thing. So I told him that, "You know, that kind of thing, what you're doing is why most of us aren't working where we'd like to be working now, because you take too long. By the time that you go back to Washington, DC and get all this process and get a lawsuit going, my family would have starved to death." So I got up and walked out. I think that kind of impressed Tyree, because a lawyer from out of the Justice Department and here's a young man who just got up and walked out on a Justice Department lawyer, because he didn't like what was going down.

So he called me, I think a day or so later. Anyway, we got together again, and he encouraged me to go back to the ironworkers hall. Apparently, after I walked out on the lawyer, they decided that, yeah, this is not the right way to go at it, this is something we need to do now. So through the help of Tyree and this Justice Department lawyer, they did find that there was a list that this guy kept away from any Black applicant.

I can't remember exactly which one it was, but there was a list that if you didn't get to sign, it didn't show that you were out of work. So because of this help with Tyree and this Justice Department lawyer, I did get out. In fact, while I was there, I think my prior employer called and tried to get me back there, because the ironworkers don't weld too much stainless steel. And they had an order in for one or two welders for stainless steel for two days. And I just got off stainless steel, now I moved to welding, so I just sat there, no matter how much I wanted to get away from it at the time. But anyway, that really got me involved. I got in, I got onto a job, got dispatched out, I think, after I'd been in and out of that hall, I guess about 16 days. I started to work, I went to

work for an erection company as a welder over at Pier 20 on one of the cranes over there, making some modifications.

I worked out there I guess, for, oh, well, until the job was finished, I think it lasted about a month. And then I went back to the hall, and everybody seemed satisfied. I had a little run in with a guy using the word n----- on my job, but I got him squared away in a way that he understood. I didn't lie, I didn't like it, and I wouldn't tolerate it again. I let the first time go by, but after that, using that word in a derogatory manner, I told him to stop it.

So after that, I didn't have any trouble. I waited, I guess, about, oh, another two or three weeks, and I got out on a job out in Southcenter, they were putting up a bank, putting in structural steel. And I never walked any beams before, but when I went out there, there was quite a bit of construction going on at Southcenter at the time. And it was kind of funny when I went out there, it made me feel funny, because I was going to be working around several ironworkers that came from Spokane to work, and I was the only Black ironworker around—I mean, [the only Black] guy that was dispatched out of the hiring workers to be working out there. And the word got around, apparently, before I got there, because they were doing some work one hundred yards or two hundred yards away. And everybody walked over from their job, not everybody, but a few of those who could, to see what I was doing, or if I knew what I was doing, I was dispatched as a welder.

But after that, the first day, I think I lasted about six hours. What we were doing was putting up the second course of steel for the three story building, two or three stories, I think it was, and these guys had been working in walking beams for some time. I wasn't used to it, so I was kind of nervous at it, I wasn't scared, you know, I figured you could do it, I could too. So they put me on a job where I had to get out in the middle, you know, well, being cautious, I would walk through, straddle the beam and walk the bottom web and hold at the top, where the rest of guys, like fools with nothing under them but concrete, they'd walk out on the beam without holding. Well, I thought as far as I was concerned, it was foolish and to them that it might have looked like I was scared, but, you know, I was just cautious, I wasn't scared to get out there. The height never bothered me.

But anyway, I worked there most of that day, and there was constant pressure to get me to leave the job. And on one occasion, on several occasions, in fact, when we were lifting steel, I was doing the rigging, which meant the crane operator was only on the outside of one wall, and he couldn't see. He had to have somebody to signal the crane and bring down the [?boon?] , lower the cable down to a point where I could tie the steel up and balance it, so they want to pick somewhere near the center of balance, with little tip, several beams and stuff like that, several pieces of steel at one time that had to go up on the second floor.

On this one occasion I'm cutting it short, I signal the man to have the man lower the crane, lower the crane. I got it with what I thought was the center of balance, and it's was hard to center several pieces of steel at one time when they're not laying perfectly end to end, [?if they're not the same end?] . I rigged it, and it started up, and I could see that it was way off the center of balance. It was gonna tip one end and even if it was choked, some of the steel in the center wouldn't wouldn't be choked tight enough, they would slip out. So I signal the man to stop the crane and lower it so I could get it closer to a center of balance level.

They didn't want to do that. Apparently, I don't know, really why he didn't, because it was dangerous. He kept taking it on up. Now, as soon as I saw it was tipping and he was going to take it on up, I got out of the way because I kind of figured that, you know, maybe they're trying to drop it on me, but I got better sense than to stand right here and wait until it falls. He took it on up the second floor and swung it around over the men that was on the second floor that was going to take it down and set it down. Now he's standing on a six inch beam right, now when he brought it over and was, you know, just by luck [snaps fingers] or by faith [snaps fingers] ,

some of that steel that's in the center that wasn't choked slipped out, and the whole bundle came loose, and just luckily, one piece of it just caught him on the arm. It didn't knock him off the beam or anything else. But it upset me so that it could have killed him, and it might have been meant for me. I went for the crane operator, and I thought, before I got to him, I better get something. I'm the only one, I better get something, a gun, you know, equalize whatever the possibilities that somebody else would get after you.

But I went for the crane operator, then I changed my mind. I went to my car and took off my rain suit, and I had a I had a gun in the car, in the trunk. I put the gun in my belt, in my coveralls, and put the raincoat back on. I started for him. And about this time, this guy, up on the beam had come down when he was mad in hell by then, you know, he started raising hell with me. And you know, I tried to explain to him, no matter what you think, you know, I didn't intend for that steel to be like that when you went up there, and I went to try to get the crane operator to come out of the crane, but he wouldn't. He locked himself in, I don't know what he expected. So I didn't get a chance to do anything like I wanted to at the time. I was mad enough that I think that if I got my hands on him, I probably would have, you know, done something that I regretted.

Anyway, about fifteen minutes later—you know that wasn't enough to cause me to quit. About fifteen minutes later, we got another bundle that had to go up. Now, I'm still rigging. This guy that got hit has calmed down enough to go on back to work. I don't know if this was planned or not. It had another bundle that had to be rigged. Now, while I'm using the tape measure to find the center of balance, you know, close to the center of balance, and mark it so I know where to put the choker on it, this guy—Now the crane operator had a wall between me and him, the crane operator brought the crane around about—oh, I guess, I don't know how high it was—and brought it to the point where, when he dropped it down, he had a twenty pound ball on the end that was a tension on the cable. He dropped it fast enough that when it hit the ground, it buried itself, and it was soft, brown, you know, it had been raining something like it had today. And right there, I knew that it's time for me to quit, no money worth your life. And I kind of figured right then from that, that he didn't just drop that ball by accident. He'd been apparently working for this company for some time, and he hadn't dropped it all day.

So at that point, you know, I said I was determined then, you know, one way or the other, I'm going to stick with it, and I'm going to get some results out of it. I took, I think, another job, one out of the airport, out of the ironworkers. And I think that was the last one. Working out of the ironworkers was quite sporadic during that time. I think a lot of it was due to maneuvering on the parts of the people who do the dispatching and so forth. But anyway, it was quite sporadic, and I knew that I could weld good enough that I could get a job out of other other unions that paid well. So then I started to work—

No, about this time, we had got some organization together. We'd gotten a constitution written, I think, I wasn't on that part of it, and we were looking for a place to use as a meeting hall. Yeah, I was in between jobs, and that was about the time that I got hooked up officially with the UCWA, although I claimed to be a member at the time. Prior to that, we were looking for a meeting hall, and we're trying to make whatever places we could use as a meeting hall presentable. Some kind of way, I think St. Peter Claver Center over on Cherry was offered to us. And about the same time, there was some kind of federally funded project for people that were out of work. I forgot what they called it at the time, I think they were paying them something like \$50 a week or something. And Tyree made a commitment to take on fifty or so people, I think fifty or seventy-five, something like that, just to try to help a lot of guys who are out of work at the time. We started doing some painting in St. Peter Claver, and during that time, there were several board meetings. By the way, I was asked to attend a board meeting at one time. Then, well, yeah, I attend the board meeting, then after a while, I was elected to serve on the board of directors. And after that, with a little bit of opposition, I was asked to be elected by the board to be the Director of United Construction Workers Association.

[00:24:38] **WILLIAM LITTLE:** When was this?

[00:24:39] **MILTON:** That was about January of '71. Then it was a series of events. Let's see. I think the first big thing that was noticeable to anybody that we did: the University of Washington closure, the Health Science [building] construction was going on then. That was before I became director.

Anyway, there had been several meetings going on at night, special meetings to plan a strategy as to what we would do as far as getting some kind of representation in several of the crafts. The four big crafts that had been sued by—

[00:25:53] **WILLIAM:** Justice Department?

[00:25:53] **MILTON:** Yeah, by the Justice Department. So we started to try to figure out where we could do something that would have enough impact that it would bring some attention to the public about the situation. We decided it would be the University of Washington, because that was a big project. Number two, it was fenced in where we could get in and keep the workers out. We were trying to avoid any face to face confrontation with the workers. The people that we thought that would do us most good were the contractors and the labor leaders.

And as it turned out, I think it turned out very good because of the fact that there was a fence. I later found out from one of the people from one of the contractors that were in charge of the project that the morning that we occupied that site, around on the other side of the hospital, they had about 100 policemen that we didn't even know about, ready and willing to go to work on it. And I don't know if anybody told you this, I don't know if it should be told now or not. I'll put it like this: We were ready to take on even the police if they came in at all that day. We were just that desperate, because it had gotten to the point where we were getting flack from some of the people that you call, names you call—not flack. We were getting the mess-around from a lot of people who were appointed by Judge Lindberg to help to get this thing off the ground.

[00:27:48] **WILLIAM:** You were getting the runaround?

[00:27:49] **MILTON:** Yeah. What was—Tobin! [snaps fingers]

[00:27:52] **WILLIAM:** Joe Tobin.

[00:27:53] **MILTON:** Joe Tobin worked for the state. It's understandable today. But then, I didn't quite understand it. His check was coming from the state, so he was going to do more or less like the system wanted him to do. What's the [snaps fingers] big electrical contractor?

[00:28:11] **WILLIAM:** Donald, Donald Close.

[00:28:14] **MILTON:** Don Close is a contractor, of course. Now I really don't see where he—well, he's a part of the system, so naturally he's going to go along with the rest of the system. Who else was there?

[00:28:33] **WILLIAM:** Dan Rutherford.

[00:28:35] **MILTON:** Dan Rutherford, yeah. At first he was, he was, yes, he was always aligned with the system, but I'll explain later down the line where I changed my mind about Dan Rutherford. But this is something that conflicted with what Tyree thought of Dan Rutherford, but in dealing with the man I had, in the

position that I was in, everything was thrown into my lap at one time, and I had to deal with it the best way I could.

And a thing that I learned while I was there, that Tyree, during the time that he was there, and he was not a very compromising person. And I learned as I went along that there is no way, any way that we could gain anything by taking a firm stand and not have something, some way that we could negotiate. So I was going from the University. And the University—Let's see, what did we gain from that? I think what we got, what we really wanted to do done. We got it into the papers and TV so that the public could see the plight of the thing. We got it to the point where Judge Lindberg was starting to ask some more questions about why the Court Order Advisory Committee hadn't done something. I can't remember the name of the plan that preceded the Court Order Advisory Committee—

[00:30:23] **WILLIAM:** Seattle Plan?

[00:30:24] **MILTON:** Seattle Plan? No, prior to that. Anyway, that was a plan around here for several months, or maybe a couple of years, that did nothing. It was a piece of paper, and nobody even really knew what it was about. They never met or anything. Very seldom met. So out of this, it made people start to meet and start trying to figure out how we were going to get some people that had never worked in a trade, that were interested and had the qualifications into some of the apprenticeship programs.

[00:30:59] **WILLIAM:** But it wasn't the Seattle Plan, right? It was another plan.

[00:31:01] **MILTON:** No, I can't think of that thing.

[00:31:03] **WILLIAM:** Who developed a plan, AGC [Associated General Contractors] or the United Construction Workers?

[00:31:08] **MILTON:** AGC. Yeah, AGC was a party to it, and who else? I think AGC and a few so-called community leaders were the only people that ran it. Cecil Collins was one of the people that was on it, and nothing ever came of it. That's it. I don't remember, you know, it's been so long now, so many things went past me since then. I think I'd probably handle your interview a lot, I mean, handle this thing a lot better if you start asking some more questions, because I can try to talk through this thing but it can take all day.

[00:31:48] **WILLIAM:** Well, okay, let's back up to the university situation. University and you mentioned that the United Construction Workers was prepared for violence at the time?

[00:32:06] **MILTON:** Yeah and then the attitude of most of the people—I mean, when they went out there, they knew that there was a very good possibility that we were going to have a face-to-face confrontation with police. And those who felt like they didn't want to handle that were asked not to come. And there were a few who didn't come, but those who did, you know they were made ready mentally. I'll put it like that, mentally, they were prepared to deal with it. You know, if you got beat over the head, or if you had to beat somebody over the head, like that.

[00:32:52] **WILLIAM:** Ok, I still got to figure out what plan you're referring to, to I just can't—

[00:32:57] **MILTON:** You can pass it up, it'll come to me as I go.

[00:33:00] **WILLIAM:** Okay, who is Cecil Collins?

[00:33:02] **MILTON:** Cecil Collins, at one time, was running a small—he started a transport company with a few dump trucks around here. He, at one time, was a member of the CCA [Central Contractors Association] and held a position in the CCA, I think, and one time he had something to do with the purse strings. I don't know if he still is in business or if he's still around, but at one time, he had four or five dump trucks running around. He was trying to get a business started. Well he seemed to have had it going pretty well at one time, but I don't know what happened. Might tell you, you can talk with Tyree, he can tell you better, or Harley Bird, the people that were with the CCA from its inception, it would probably be able to tell you more about Cecil Collins than I could. I never knew the man too well, but I know from the experiences after I joined UCWA, he had been some kind of way involved with and had a position with the CCA.

[00:34:20] **WILLIAM:** And what are the things that the year that you was director, what are the things that were accomplished during that period of time?

[00:34:35] **MILTON:** Well, I think the biggest thing that was accomplished during that time was we among most contractors who did business within the city limits and places shortly not too far out of out of the city limits were aware that we were around, and that if we decided to confront them because of their lack of their commitment or participation as far as hiring minorities were concerned, they knew that if we decided to confront them or close their job down, number one, they would they knew that we were would do it, and were capable of doing it.

I think the most significant thing during the time that I was there was that we started to get apprentices on the jobs in the big four unions. Prior to my going there, there were none as a result of Judge Lindberg's court order. My brother, by the way, was the first person dispatched through the United Construction Workers Association to a job as an apprentice. The day before he was dispatched, he was turned down because he was sent to that same job by somebody from the Sheet Metal Workers Union, yeah, I believe it was a Sheet Metal Workers Union. They turned him down. The next day, we were just getting operational, just got an office, you know, everything still in boxes and this kind of thing, and it was the day that some demonstrators went down to the labor hall and talked with the business manager at the Sheet Metal Workers Union, and the same thing.

[00:36:39] **WILLIAM:** Was that Glenn Arnold? No, Glenn Arnold was a lawyer.

[00:36:42] **MILTON:** No, Glenn Arnold, he was one of the business agents, but he wasn't the chief business agent. I forgot who this guy's name is now.

But anyway, as a result of that demonstration in the name of the United Construction Workers, it caused my brother to be able to be dispatched from the United Construction Workers, by way of the Sheet Metal Union, and get out. And he worked there until he got his journeyman card. I think he got his journeyman card at that same job at McDonald-Miller, for two years. That was supposed to be stretched for a sheet metal man. But he's still at the trade. He doesn't get very much work out as a sheet metal man, you know. But during the time that I was out, working welding out on First Avenue, I had him come work with me at that job and taught him how to weld. So as a result, he keeps busy, more busy as a welder than he does as sheet metal man, although he has a journeyman card.

That was the thing I thought that was most significant, and I was hoping that possibly before you go through all of these people that were in jobs as contractors and architects, and people who were on payrolls from other people that you would talk with the people that actually went to the jobs. And that was the most pleasant and most pleasing thing for me to know today, where some of those people are and where they're working, and know that some of them are making three times as much as they were prior to that.



[00:38:35] **WILLIAM:** Well, I'll have to interview [?foreman?] , I'll have [?a student do it?] because it's too many people to keep track of.

[00:38:39] **MILTON:** Yeah, it is, but it might not turn out to be a great group of them, but the people who came to meetings regularly and kept abreast of current events as far as the construction trades are concerned, you know, there are some that went to work, that are still working on the same job that they got from the start. There are some that went through the apprenticeship program—one of my friends, a good friend from the very first list of people who applied for a special apprenticeship in the electrician trade. All right. His name is Jesse Thomas. He at one time—well, anyway, let me run it down for you. I had to really convince Jesse to quit a \$2 an hour job just to take a chance at this electrician. I knew that he, you know, I knew he had it up here, and he's meticulous enough to do the kind of work that he does. And I knew that if he just started, he would stick with it, and he did. He went through the apprenticeship program. He's a journeyman now, a good one, and quiet as is kept. You know, he makes more money working for himself than he would if he was working with the union. He could, but he would rather not have the hassle of keeping books and all that kind of thing, so he goes ahead and works out of the union.

There are several people like that I could name, I can remember, I can't remember all the names of them. There was one fella that went to work at the Port of Seattle. That was four years ago, and he started at something—I think a journeyman wage was about nine something, no, eight something. That's been three years, and the wage is about \$11 or \$12 now, not including benefits. So he's worked every day and overtime at time since then, more work than he wanted. I can name—there's an apprentice, two or three apprentices that live over in Bellevue that I remember.

These are the things that pleased me most, and I think that was most outstanding, the fact that we didn't get all the people that we wanted into those programs, at that time was disappointing. I think that was the most—that was one of the things that began to tell on me, because I was shooting for too much, when I should have realized that you can't turn the world around in a few short months. That was one of the biggest things, getting to see the people who applied really wanted to get in and apply themselves, that they stayed. Although we had a lot of flack from the apprenticeship coordinators, and they were always trying to find a way to discard some apprentice for some reason. He didn't show up at a couple of classes, or when he came to classes, he hadn't done some homework assignment or something like that. Most of them proved that once they got on the job, that they could handle it anyway. And even after I quit, I went back to the [?tools?] , I went back to the trade. And when I went to work, I found I could have been working for this company two years prior to that.

And another important thing, we changed the attitude of the white worker. Somewhat, I won't say we changed it altogether, but we really changed the attitude of the white worker to the point where most any job that a guy goes on now, he might not be welcome with open arms, but he's accepted. You know, it's an accepted fact that most jobs you go on now, in one trade or another, there's going to be—I mean, other than labor, all right—other than labor, on one trade or another, there's going to be a Black or two or three or four on the job. And that really means something. When I quit, I went to work for a ceiling company. Shot me over to come right away, and I stood out like a sore thumb. I was the only Black on the job with bell telephones, putting up a switching station over there. And there were several construction subcontractors there. And it felt kind of funny at first, but now I've done jobs out of the company that I work for, I've done several different jobs, and it's an accepted fact that somebody's going to be there.

[00:43:44] **WILLIAM:** Okay, during that year did you have any major demonstrations when you was there, any job shutdowns?

[00:43:51] **MILTON:** Okay, other than the University of Washington, let me see now, what was the next one?

[00:43:57] **WILLIAM:** It wasn't until 1972. I think '71 was a quiet year.

[00:44:01] **MILTON:** '71 we were just getting cranked up, really. Yeah, this housing project, out on Empire Way [Martin Luther King Jr. Way] . I forgot the name of it. Yeah, we had a confrontation and shut down out there, that was about February or March of—

[00:44:29] **WILLIAM:** '71?

[00:44:29] **MILTON:** Of '71, yeah. I can't remember the name—

[00:44:34] **WILLIAM:** That's alright, let's move on.

[00:44:35] **MILTON:** Yeah, okay. After that, let's see. [pauses] Oh! No, that was '72. Well, the other major ones. Went downtown. That was in '72 I think, '72 or '73. Yeah, I'd more or less agree with you, '71 was kind of slow. We didn't get really cranked up. We dealt with—most of the things that we were trying to do at the time were getting some clear and concise wording as to how apprentices would be brought into a program. We did some it's been, you know, four years.

I can't think of anything in '71. I get my dates mixed up, I can remember a whole lot of things. Seattle, Community College, the bank downtown, the highway project across the bridge two or three times, SeaTac—not the original big one, when Tyree was out there on the runway—they were putting in some highway out there. After that, that was '71 or early '72, we were out there—

Oh! In '71, yeah, that was the University of Washington again. I think they were putting in some dormitories over there. That was in early '71. Or no, late '70, we were out there. That was one of the first big demonstrations. Yeah, that was in late '70 that was in projects being put up out there, apartments or condominiums or something like that, dormitories, I'm not sure what it was. Anyway, they were connected with the University of Washington. And we had a meeting the night before that, and that was the time that I really got a chance to meet Michael Ross and a few other guys that stayed in there, stuck in there the whole time that I was. All of these things come to me over long periods of time.

[00:47:40] **WILLIAM:** Well, yeah, most of them.